

# **PHYSICIAN SUPPLY AND DEMAND INDICATORS IN GEORGIA**

## **A SURVEY OF GEORGIA'S GME GRADUATES COMPLETING TRAINING IN JUNE 2005**

**THE GEORGIA BOARD FOR PHYSICIAN WORKFORCE  
APRIL 2006**

***MEETING THE PHYSICIAN WORKFORCE NEEDS OF GEORGIA COMMUNITIES  
THROUGH THE SUPPORT AND DEVELOPMENT OF MEDICAL EDUCATION PROGRAMS***

1718 PEACHTREE STREET, NW, SUITE 683, ATLANTA, GA 30309-2496  
PHONE (404) 206-5420 / FAX (404) 206-5428

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## EXECUTIVE SUMMARY AND KEY FINDINGS

### 2005 GME EXIT SURVEY

Fiscal year 2005 marks the fourth year the Georgia Board for Physician Workforce (GBPWF) has conducted an annual survey of physicians completing their final year of residency training in Georgia. The responses provided through this survey give policy makers, planners, and educators insight into market forces and other factors, which impact physicians completing training in Georgia. The responses to survey questions have provided an important glimpse into the landscape confronting new physicians in Georgia.

The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; starting salaries; in-state retention rates; proportion of graduates planning to practice in underserved areas; graduates' assessment of the job market; as well as other information. Collectively, this information provides policy makers and educators with knowledge to better tailor medical education and ancillary supports for physicians in training to ensure that Georgia has the physician workforce it needs in the future. Important findings from the 2005 survey are discussed below, along with comparisons to the findings from previous GME Exit Surveys.

✓ **The physician marketplace needs new physicians.**

- 79 percent (78% in 2004) of respondents had **actively searched** for a job, and 87% (89% in 2004) of these job seekers had **already received and accepted an offer**;
- Those graduates who had actively searched for employment typically received 3 job offers, the same as 2004;
- Jobs for physicians still appear to be plentiful, as 64% (66% in 2004) of respondents indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. Similarly, 87% (86% in 2004) indicated there were some, if not many, jobs available *nationally*.
- More graduates are entering subspecialty training (18% in 2002, 21% in 2003, 27% in 2004, and 23% in 2005), which is consistent with national concerns about a movement away from primary care.

✓ **Georgia is not training enough physicians for its own use.**

- As in 2004, only 19% of 2005 respondents graduated from high school in Georgia, compared to 26% in 2002 and 23% in 2003.
- Only 21% (28% in 2002, 25% in 2003, and 24% in 2004) percent graduated from a Georgia medical school.
- Only 27% (down from 39% in 2003 and 38% in 2004) of those physicians with **confirmed plans** to practice **in Georgia attended medical school in Georgia**.

✓ **Serious pressures continue to challenge new physicians and Georgia's physician workforce.**

- Approximately 50% (42% in 2002 and 2003; 49% in 2004) of responding GME graduates had **educational debt totaling \$80,000** or more.
- Only 7% of respondents planned to practice in a rural area (16% in 2002, 6% in 2003, and 8% in 2004).

## **Other Key Findings**

### **1. *The strength of Georgia's job market for physicians continues to be strong.***

- Only 26% of respondents who had actively searched for a job reported having difficulty finding a satisfactory position. This rate has been fairly consistent over the last four years.
- Of those respondents with confirmed practice plans, just 14% indicated having to change plans because of limited practice opportunities (comparable with previous years).

### **2. *Georgia continues to rely heavily on other states and countries to train needed physicians.***

- The majority of physicians completing residency training in Georgia are from other states. Of the 412 respondents, 251 (61%) lived in another state upon graduation from high school (down slightly from 63% in 2004).
- Twenty percent (up from 18% in 2004) of respondents indicated they graduated from a high school in another country.
- Fifty three percent (54% in 2004) of survey respondents attended medical school in another state, with 26% (up from 22% in 2003 and 2004) attending medical school in another country.
- Fifty percent (down from 56% in 2002 and 54% in years 2003 and 2004) of the graduates with **confirmed** practice plans are remaining in Georgia.

### **3. *The face of medicine is changing, as new physicians continue to reflect diverse backgrounds.***

- Thirty seven percent of respondents were female (down slightly from 40% in 2004).
- The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 42% of respondents indicating they were of African-American, Asian, or other races (up from 35% in 2003 and 39% in 2004).

### **4. *Respondents entering practice in Georgia reported satisfaction with their salary/compensation packages.***

- Average starting salaries for 2005 graduates ranged from \$100,000 to \$252,500, depending on the specialty. (In 2003, the range was \$112,000 to \$246,000 and in 2004, the range was \$101,250 to \$250,000.)

- Fifty three percent (50% in 2003, 51% in 2004) of the respondents entering clinical practice, who had accepted a position, indicated they were “Very Satisfied” with their compensation package (133 of 250 respondents). Only 6 (down from 15 in 2003 and 8 in 2004) of the 250 applicable respondents (or 2%) reported they were “Not Too Satisfied” or “Very Dissatisfied” with their compensation package.
- Specialists also enjoyed higher overall starting salaries. The average starting salaries for specialists ranged from \$100,000 for Forensic Psychiatrist to \$252,500 for Vascular Surgery (compared with a range of \$111,692 to \$245,909 in 2003 and \$101,250 to \$250,000 in 2004.)
- Salaries for new primary care physicians (*Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology*) ranged from \$110,636 to \$162,714 (compared with a range of \$113,357 to \$162,471 in 2003 and \$116,500 to \$164,444 in 2004).

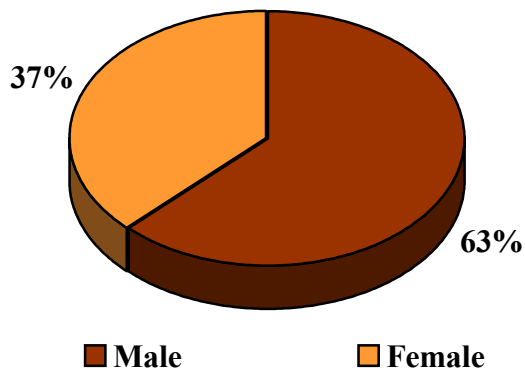
## BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's fourth annual GME Exit Survey of physicians completing a Georgia residency or fellowship training program in June 2005. Comparisons with the results from previous years are shown throughout the report where appropriate.

A total of 545 surveys were electronically distributed and 418 were returned, yielding an overall response rate of 77% (up from 65.5% in 2004).

## DEMOGRAPHIC CHARACTERISTICS

**Exhibit 1**  
**Gender of Respondents**  
(N=412)



**Of the respondents:**

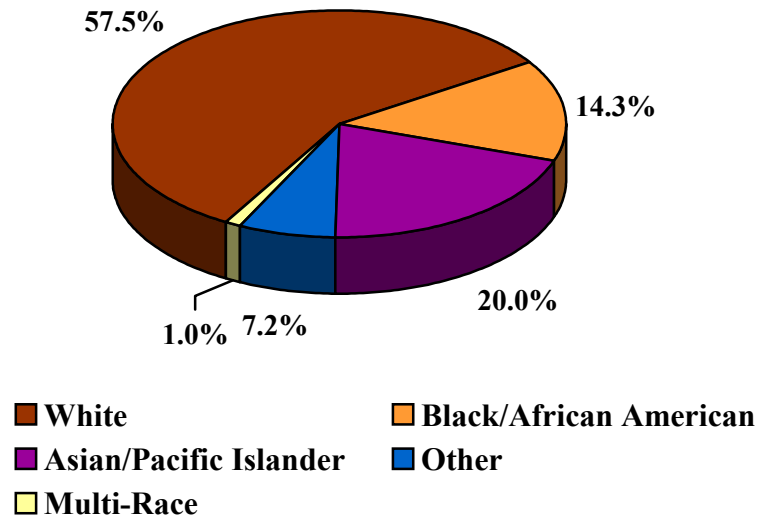
- 258 (63%) were Male
- 154 (37%) were Female

Results showed a lower percentage of female respondents entering the job market in 2005. The percentage was 37%, down from 40% in 2004.

**Exhibit 2**  
**Race/Ethnicity of Respondents**  
**(N=407)**

**Of the respondents:**

- 233 (57.5%) were White
- 58 (14.3%) were Black/African American
- 81 (20%) were Asian/Pacific Islander
- 29 (7.2%) were Other
- 4 (1%) were Multi-Race

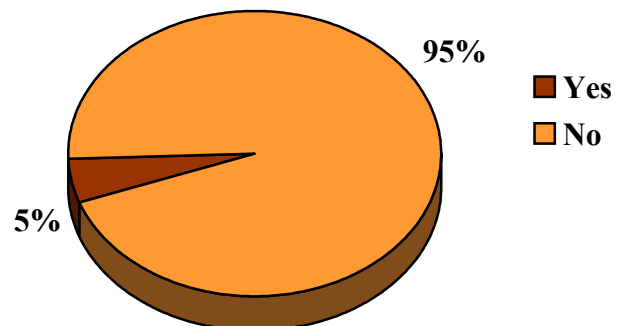


The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 42.5% of respondents indicating they were African-American, Asian, Multi-Race, or other race (up from 39% in 2004 and 35% in 2003).

**Exhibit 3**  
**Respondents of Hispanic Origin**  
**(N = 407)**

**Of the respondents:**

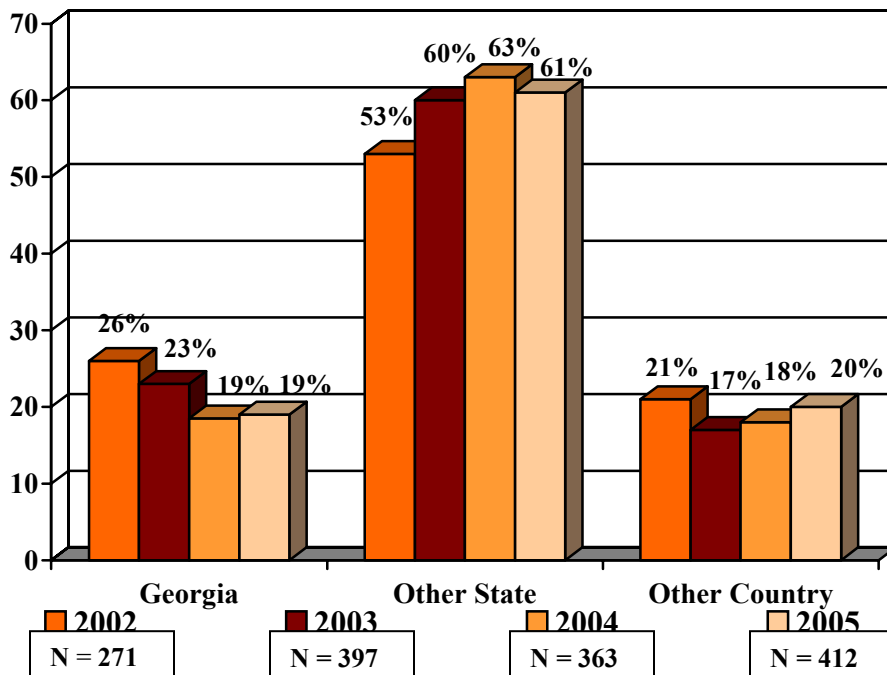
- 19 (5%) were of Hispanic origin
- 388 (95%) were not of Hispanic origin



## RESIDENCE UPON GRADUATION FROM HIGH SCHOOL AND TYPE OF MEDICAL EDUCATION

### Exhibit 4

#### Residence of Respondents Upon Graduation From High School



#### Of the respondents:

- 80 (19%) lived in Georgia
- 251 (61%) lived in Another State
- 81 (20%) lived in Another Country

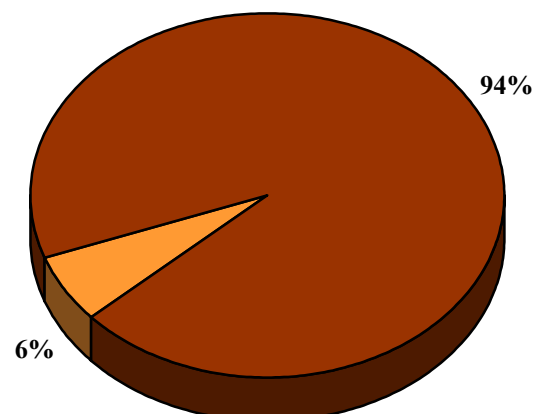
Eighty one (81%) of physicians completing training in Georgia attended high school in another state or country (the same as 2004, but up from 77% in 2003 and 74% in 2002). The percentage of respondents that attended an allopathic medical school remained fairly consistent from 2002-2005, though there was a 2% increase in Osteopathic graduates from 2004 to 2005.

### Exhibit 5

#### Type of Medical Education (N=409)

#### Of the 356 respondents:

- 385 (94%) went to an Allopathic Medical School and received an M.D. degree
- 24 (6%) attended an Osteopathic Medical School and received a D.O. degree



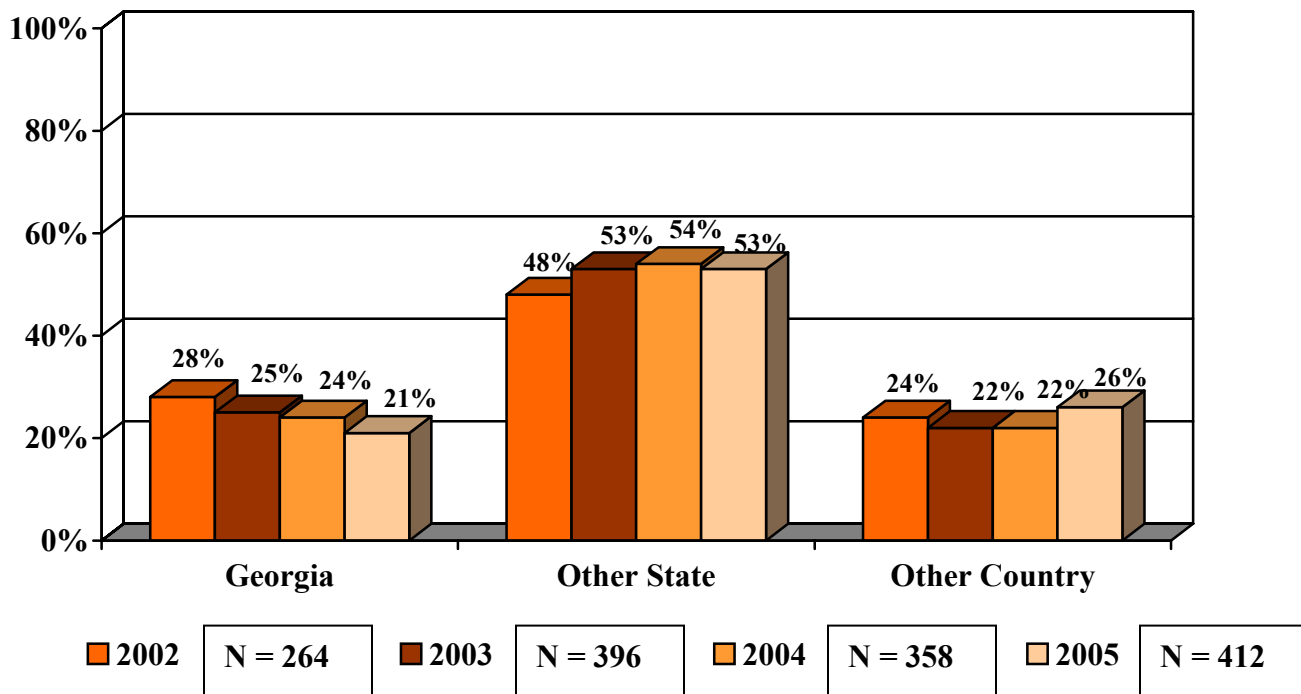
Allopathic (M.D.)

Osteopathic (D.O.)



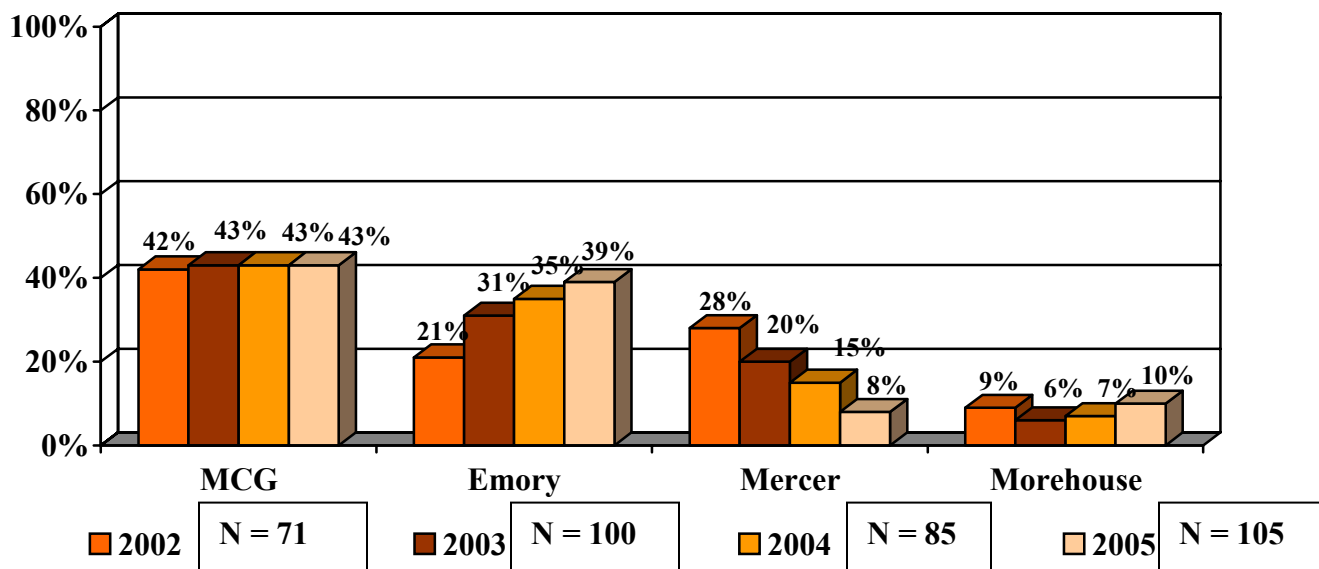
## LOCATION OF MEDICAL SCHOOL

**Exhibit 6**  
**Location of Medical School**



Less than a quarter (21%) of respondents answering this question in 2005 graduated from a Georgia medical school, down from the previous years. The majority of these respondents graduated from MCG.

**Exhibit 7**  
**Respondents by Georgia Medical School**



## EDUCATIONAL DEBT OF SURVEY RESPONDENTS

### Exhibit 8 Educational Debt of Survey Respondents Number/Percentage of Respondents by Level

Amount of Debt	Number of Respondents	Percentage of Respondents
None	120	30%
Less than \$20,000	15	4%
\$20,000-\$39,999	20	5%
\$40,000-\$59,999	20	5%
\$60,000-\$79,999	23	6%
\$80,000-\$99,999	30	8%
\$100,000-\$124,999	65	16%
\$125,000-\$149,999	27	7%
\$150,000-\$199,999	42	11%
Over \$200,000	33	8%
TOTAL Respondents (n =)	395	100%

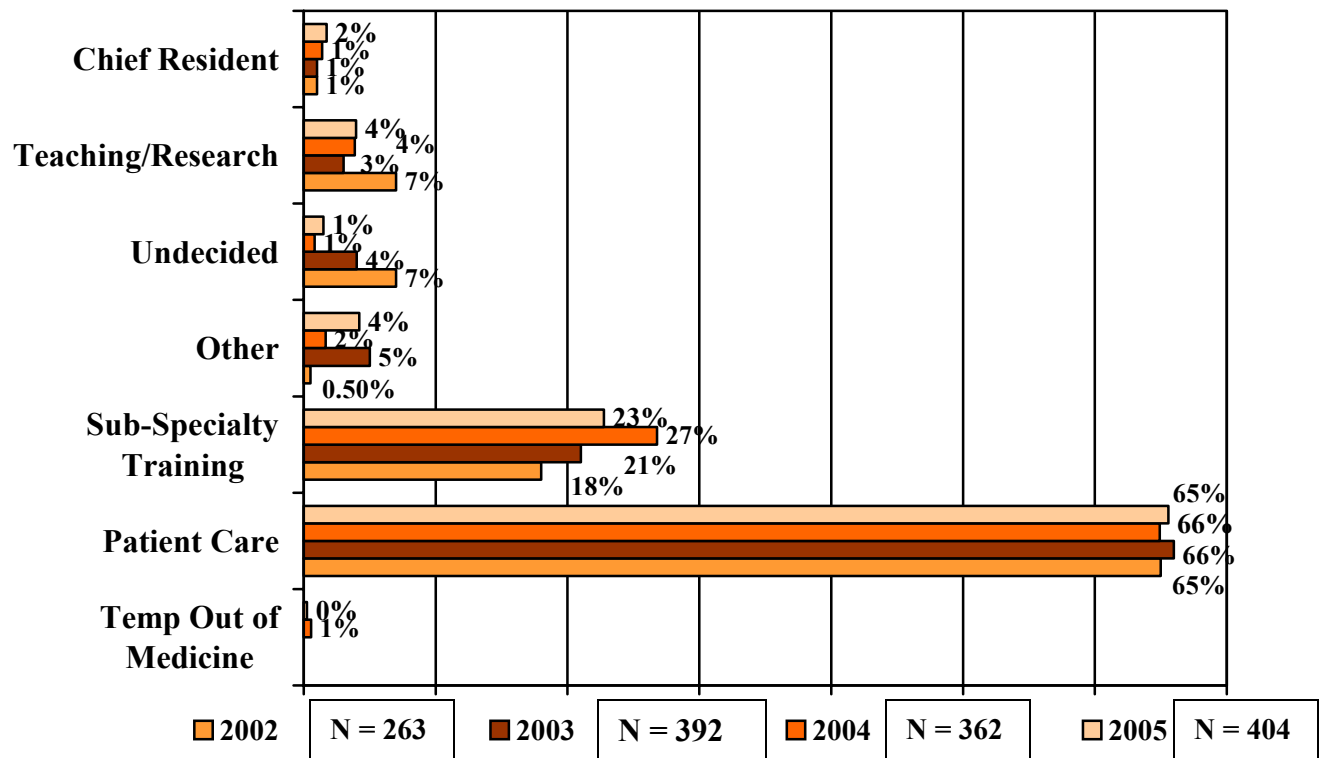
As illustrated in Exhibit 8, 50% of Georgia's GME graduates have educational debt totaling \$80,000 or more, up from 49% in 2004 and 42% in 2002 and 2003. Forty two percent (42%) of the graduates have educational debt of \$100,000 or more (up from 41% in 2004, 34% in 2003, and 30% in 2002).

As shown in Exhibit 9 on the next page, there was a marked decrease in graduates reportedly entering sub-specialty training in 2005 after several years of increases. The percentage of graduates remaining in Georgia to practice upon completion of training also dropped 4% over the previous year as seen in Exhibit 10.

## PRIMARY ACTIVITY AND LOCATION UPON COMPLETION OF TRAINING

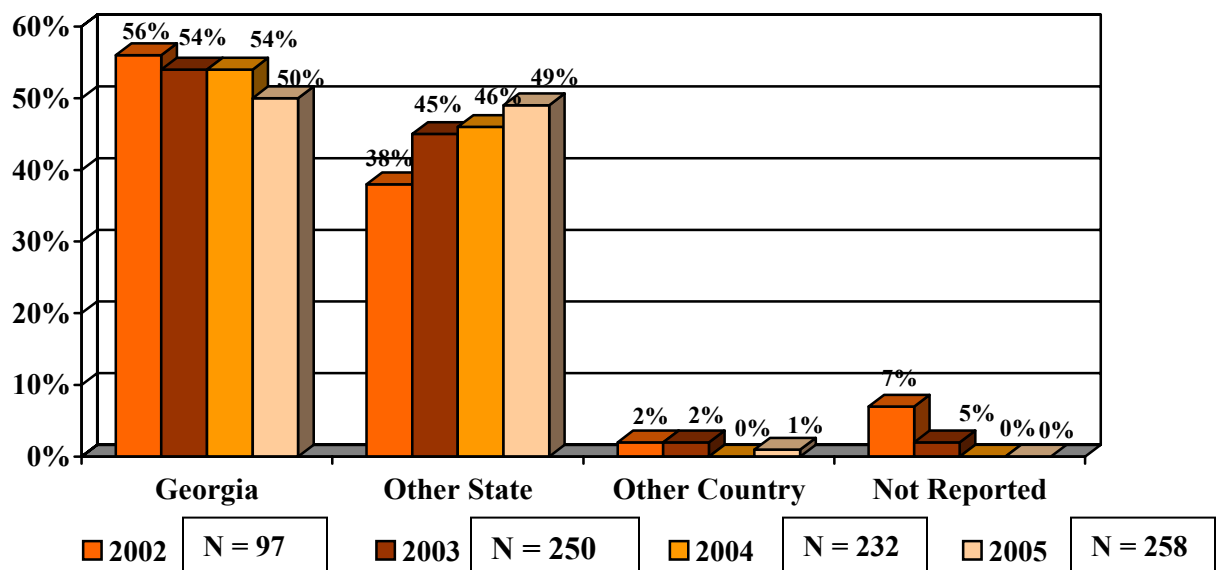
**Exhibit 9**

### Primary Activity of Respondents Following Completion of Training (All Respondents)

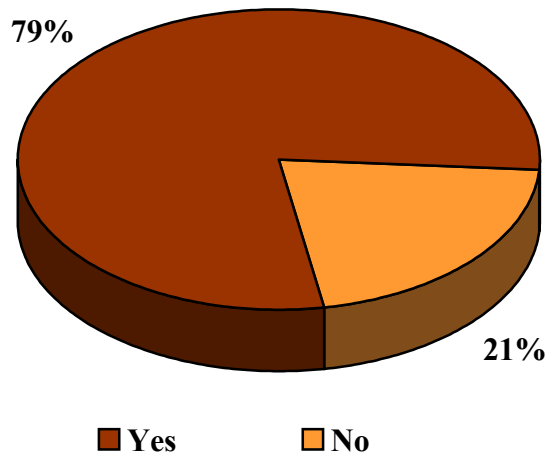


**Exhibit 10**

### Location of Primary Activity for Graduates with Confirmed Practice Plans



### Exhibit 11 Graduates Who Had Actively Searched for a Job (N=356)



#### Of the respondents:

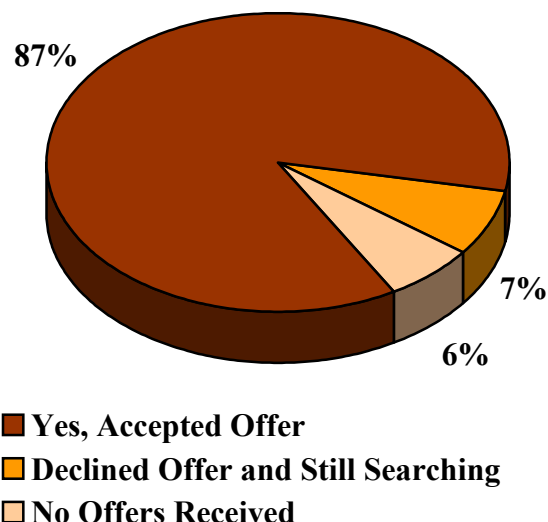
- 281 (79%) indicated “Yes” they had actively searched for a job
- 75 (21%) indicated “No” they had not actively searched for a job

The majority of respondents actively searched for a job prior to graduation. Of those who actively searched, 87% reportedly received and accepted an offer upon completion of training. These results were consistent with previous years.

### Exhibit 12 Graduates Receiving/Accepting Job Offer Among Those Who Had Actively Searched (N=280)

#### Of the respondents who had actively searched for a job:

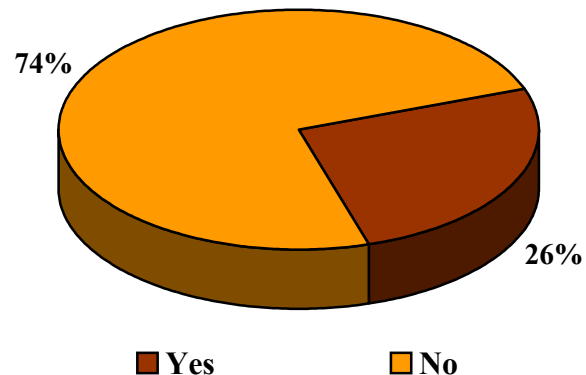
- 242 (87%) indicated “Yes” they had received and accepted a job offer
- 20 (7%) indicated “Yes” they had received but rejected a job offer and are still searching
- 18 (6%) indicated they had actively searched but not received any offers



**Exhibit 13**  
**Difficulty Finding Practice Opportunity Among**  
**Graduates Who Had Actively Searched**  
**(N=267)**

**Of the graduates who had actively searched for a job:**

- 69 (26%) indicated “Yes” they had experienced difficulty finding a job
- 198 (74%) indicated “No” they did not have any difficulty

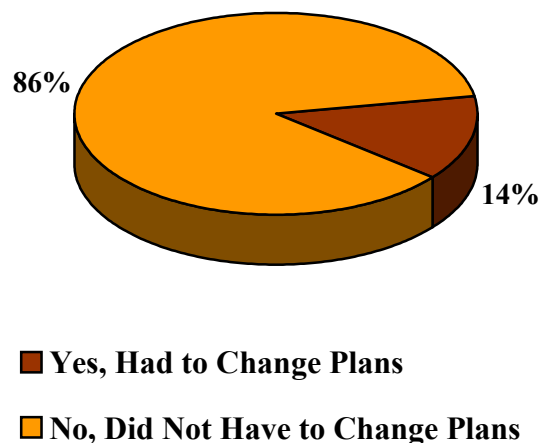


Among those who had actively searched, 26% indicated difficulty with finding a job (consistent with 2004 results and down from 29% in 2003). Of the 2005 graduates experiencing difficulty finding a job, 14% reported having to change plans because of limited practice opportunities (comparable to results in 2003 and 2004).

**Exhibit 14**  
**Graduates with Confirmed Practice Plans Having to**  
**Change Plans because of Limited Opportunities**  
**(N=251)**

**Of the graduates with confirmed practice plans:**

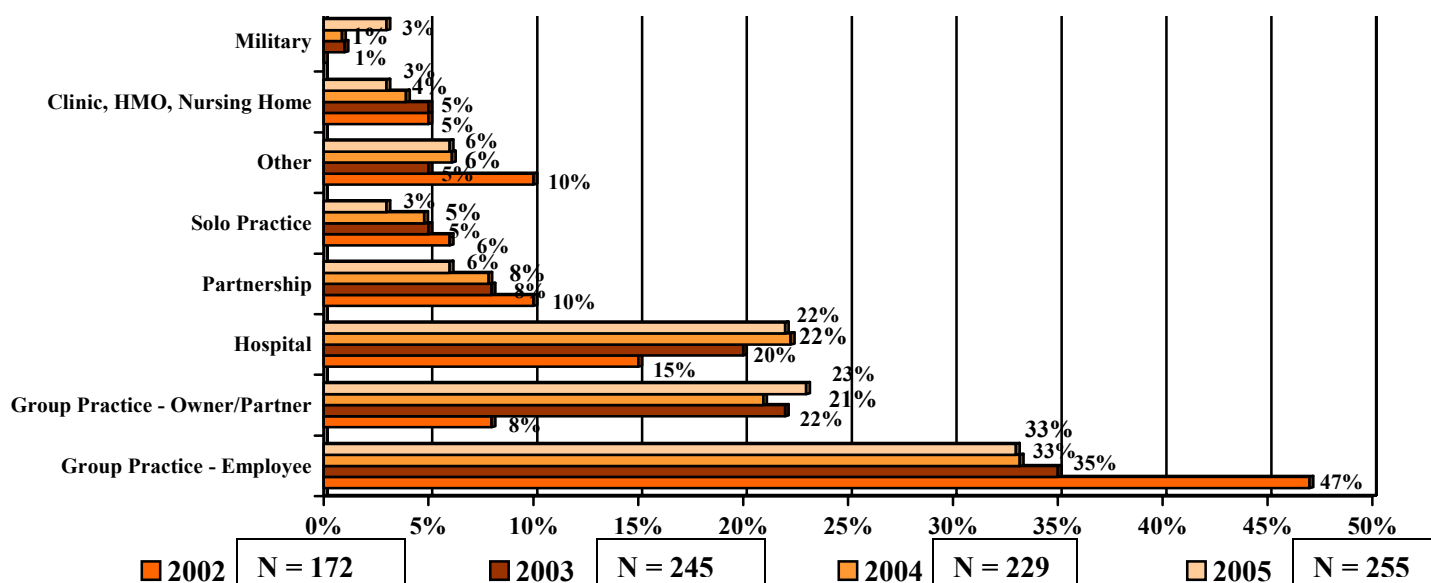
- 34 (14%) indicated they had to change plans because of limited practice opportunities
- 217 (86%) respondents with confirmed plans reported no changes being made because of limited practice opportunities



## PRIMARY PRACTICE SETTING AND PRACTICE AREA

**Exhibit 15**

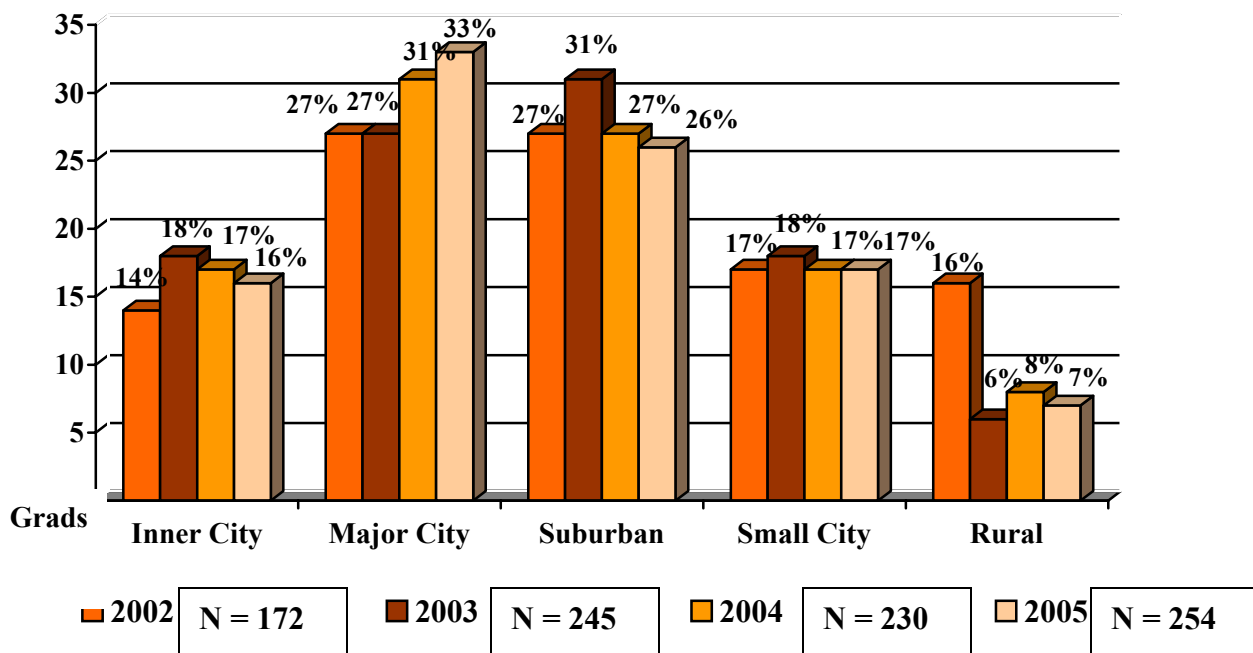
### Primary Practice Setting for Graduates with Confirmed Plans



Over the last four years, there has been a shift to more graduates entering group practice as an owner/partner (23% in 2004, up from 8% in 2002) versus as an employee. There has also been an increase in graduates entering hospital-based settings (22% in 2005, up from 15% in 2002). Distribution across practice areas has remained fairly constant, with the exception of fluctuations in the percentage of graduates entering major city and rural practices between 2002 and 2005.

**Exhibit 16**

### Practice Area for Graduates with Confirmed Plans



**Exhibit 17**  
**Type of Compensation Package for Graduates with Confirmed Practice Plans**

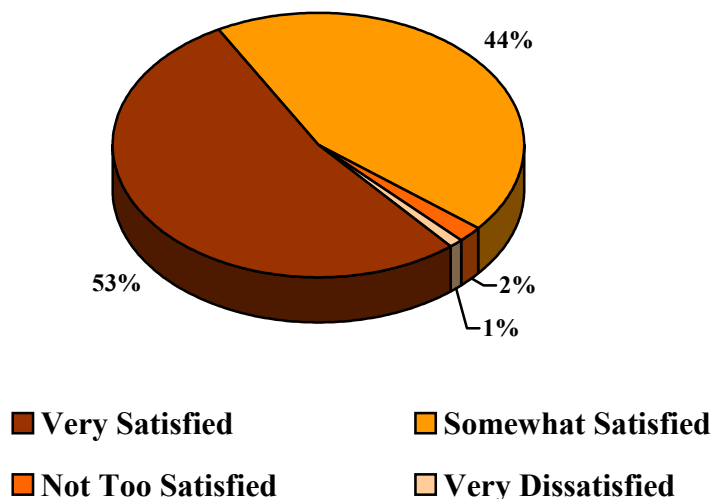
Type of Compensation Package	Number of Graduates	Percentage of Graduates
Salary with Incentive	159	62%
Salary Without Incentive	60	23%
Fee for Service	25	10%
Other	12	5%
<b>Total Respondents With Confirmed Practice Plans</b>	<b>256</b>	<b>100%</b>

No noticeable changes have occurred in the type of compensation packages being offered to graduates between 2002 and 2005. Salary with incentive remains the most common form of compensation for new physicians entering the job market. More importantly, an overwhelming majority of graduates were satisfied with their compensation (97% in 2005). This trend in satisfaction with compensation has been consistent over the last four years (2002–2005).

**Exhibit 18**  
**Level of Satisfaction with Compensation**  
**of Graduates with Confirmed Practice Plans**  
**(N=250)**

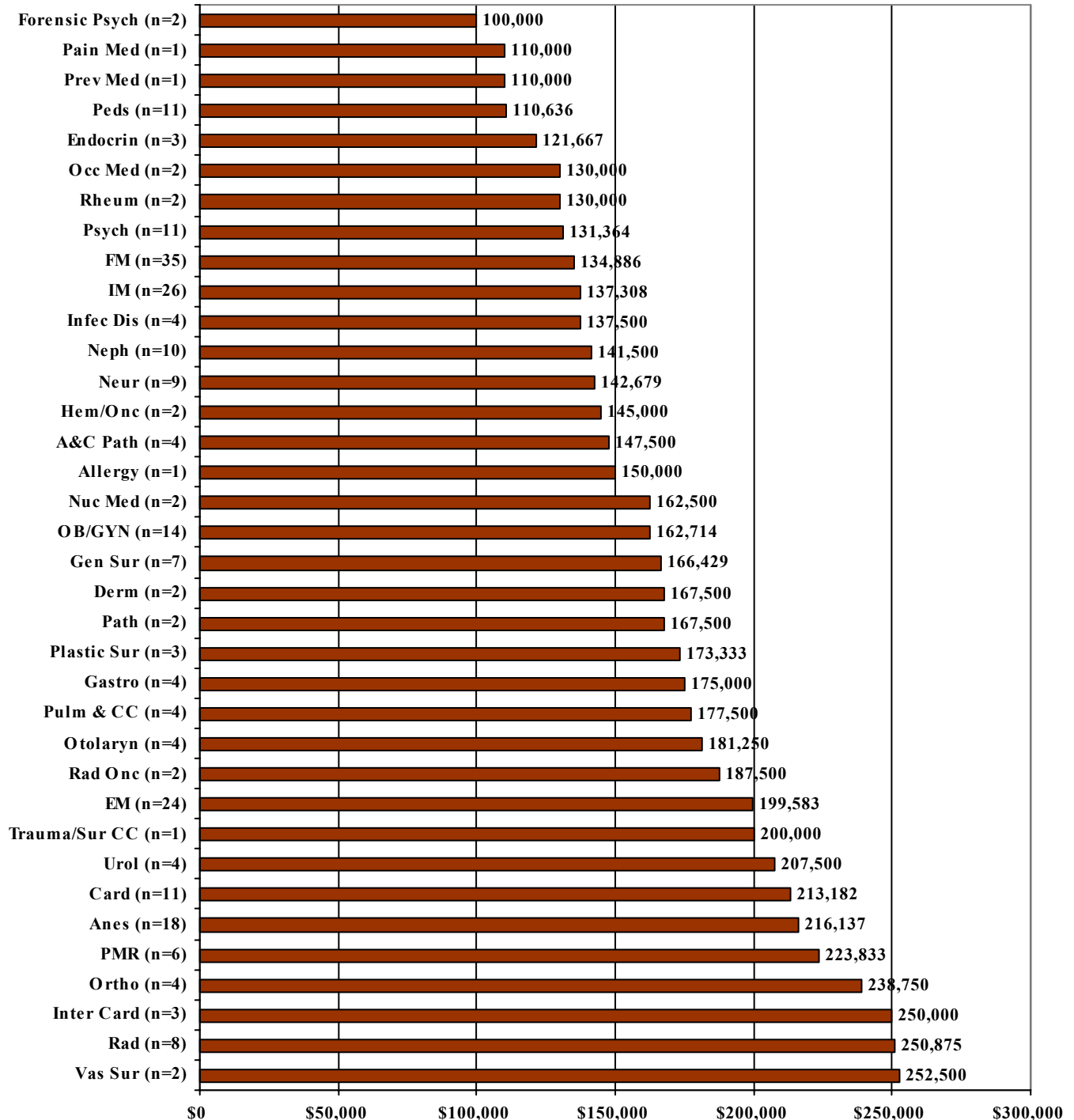
**Of the graduates with confirmed practice plans:**

- 133 (53%) indicated they were “Very Satisfied” with their compensation
- 111 (44%) were “Somewhat Satisfied”
- 4 (2%) were “Not Too Satisfied”
- 2 (1%) were “Very Dissatisfied”



## FIRST YEAR SALARY BY SPECIALTY

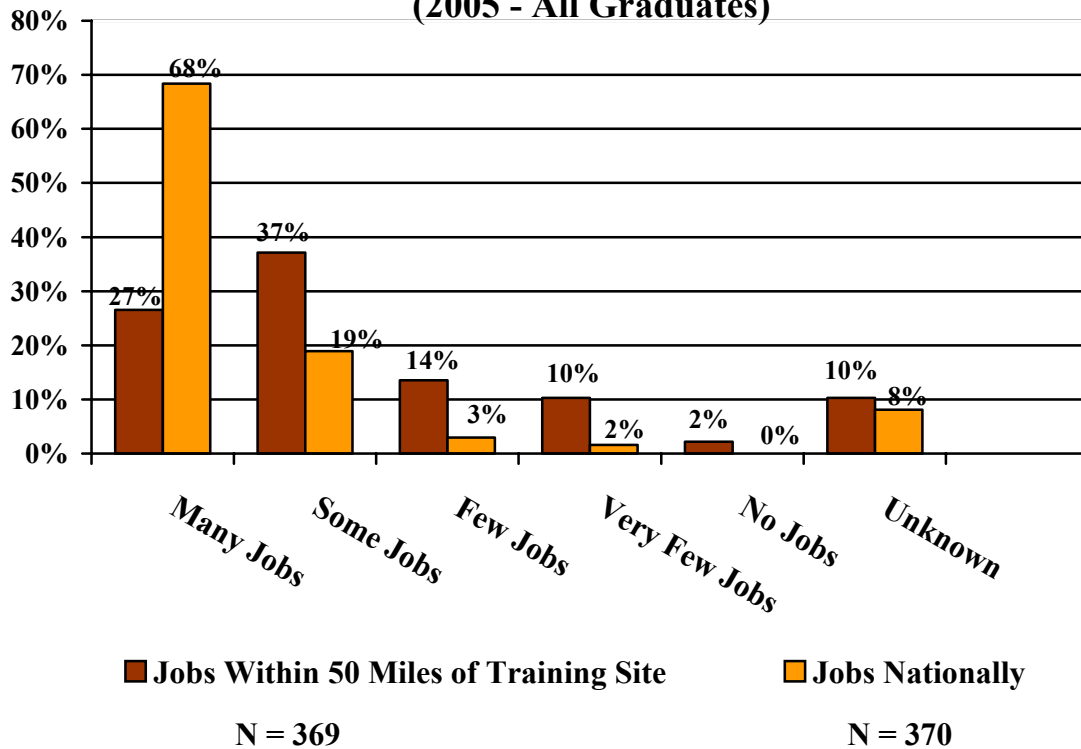
**Exhibit 19**  
**Average Starting Salary by Specialty for Graduates Providing**  
**Expected Gross Income for First Year of Practice**  
**(N=250)**



Salaries for new primary care physicians (Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology) have increased slightly over previous years. Specialists also enjoyed higher overall starting salaries.



**Exhibit 20**  
**Graduates' Perception of State and National Job Market**  
**(2005 - All Graduates)**



Graduates of Georgia's residency training programs continue to have favorable perceptions of the state and national job market. Approximately 64% of respondents indicated there were some, if not many, jobs available within 50 miles of their training site. (The percentage was 66% in 2004 and 63% in 2003). Similarly, an even higher percentage of respondents, 87%, indicated there were some, if not many jobs, for physicians at the national level. (This percentage was 86% in 2004 and 84% in 2003.)